

Fiscal Year 2016

ANNUAL REPORT





Kelly L. Griffith, Ed.D.

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Talbot County Public Schools

Chapel District Elementary
Easton Elementary Dobson
Easton Elementary Moton
Easton High
Easton Middle
St Michaels Elementary
St Michaels Middle High
Tilghman Elementary
White Marsh Elementary

Talbot County Education Center

12 Magnolia St
Easton, MD 21601
410-822-0330

www.talbotschools.org



From Dr. Griffith

At Talbot County Public Schools we have many success stories to share!

In 2015-2016 TCPS launched the 2020 Vision Strategic Plan. Our plan includes three aggressive but attainable goals focused on academic excellence, community partnerships and organizational resources, with the theme of equity in education for all students woven throughout.

We are very excited to share our progress towards achieving the outcomes and initiatives outlined in 2020 Vision through our first official Report Card. Our teachers, administrators and support staff are working the 2020 Vision plan and continuously evaluating and looking for innovative ways to insure student success.

We are grateful to our 500+ Community Partners who joined us in combining quality education with enrichment opportunities, health services, family support and engagement. Many of our success stories are a direct result of these partnerships.

This Annual Report provides an overview of FY16 statistical data regarding our progress towards achieving the outcomes we set forth in the strategic plan, our fiscal responsibility and accountability, as well as a few stories highlighting success. Thank you for your support!

Kelly L. Griffith, Ed.D.

Superintendent of Schools

"Educational equity is a professional, personal, and moral obligation.

The TCPS team must have the courage to constantly re-examine our beliefs and values while respecting multiple perspectives to confront those who impede the work being done to eradicate racial predictability. TCPS is committed to each child receiving an equitable educational experience to be college and career ready."

STRATEGIC PLAN GOALS



2020 VISION

Three strategic plan goals set by our community to insure TCPS graduates are college and career ready and receive the highest quality education possible.



GOAL ONE: Academic Excellence

Provide every student with equitable access to high quality and culturally relevant instruction, curriculum, support and other educational resources to insure college and career readiness for all students.



GOAL TWO: Partnerships

Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.



GOAL THREE: Organizational Resources

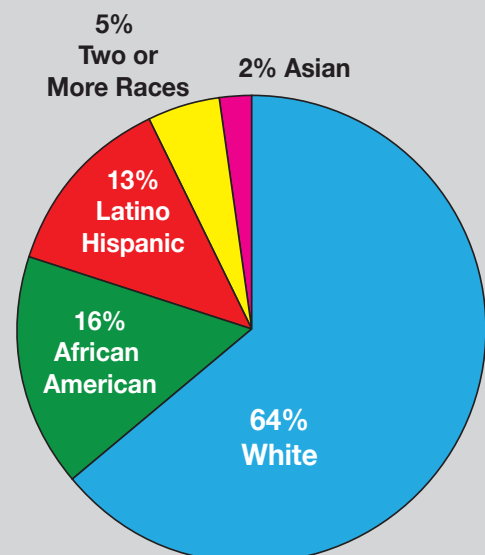
Maximize organizational efficiency and effectiveness in order to provide a 21st century education in equitable, safe, well-maintained environments.

DEMOGRAPHICS FY16

27...P3
231...Pre-K
2,031...Elementary K-5
1,007...Middle 6-8
1,334...High 9-12

4,630 Total

165 Homeless Students
44% Qualify for Free or Reduced Meals
292 English Language Learner Students





goal one

Provide every student with equitable access to high quality and culturally relevant instruction, curriculum, support and other educational resources to insure college and career readiness for all students.



Emma Langfitt, Easton High's class of 2016 Valedictorian, was recognized as a **National Merit Finalist** as a result of her performance on the PSAT junior year. Emma was also a **National AP Scholar**, and is currently pursuing a degree in Engineering at Dartmouth College.

In FY16 the TCPS High School Curriculum was expanded to include: AP Physics, CTE Computer Science Courses, and the CTE Computer Integrated Manufacturing Course



Laurel Pogue, also from the EHS class of 2016, was named a **Commended Scholar** by the National Merit Scholarship Corporation. Laurel is an accomplished musician and was a member of the Junior Classical League. She is currently attending McDaniel College.

SAT composite score for the class of 2016 was 1028

ACADEMIC EXC

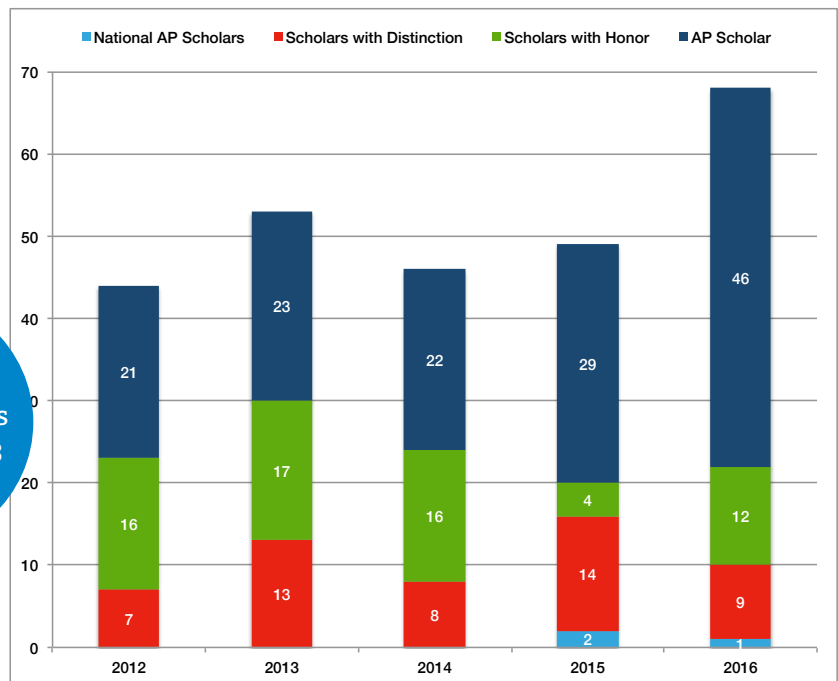
Advanced Placement Data

| | 2013 | 2014 | 2015 | 2016 |
|---|------|------|------|------|
| Percent of senior class graduating with at least one AP course taken | 44% | 50% | 46% | 51% |
| Percent of senior class graduating with at least one qualifying score | 32% | 27% | 25% | 33% |

While other school systems pre-screen students for Advanced Placement (AP) and "hand select" students to take AP Exams, TCPS has an open doorway to these rigorous courses, allowing and encouraging every high school student to at least try AP. Also all TCPS students who take an AP course are required to sit for the exam, so we know that they have the complete college-level experience.

As a result, more than half of our graduates take at least one Advanced Placement Course and one third earn at least one qualifying score.

Advanced Placement Scholars



National AP Scholar Score of 4 or higher on all exams; completed at least 8 exams

AP Scholar w/ Distinction Average of 3.5 or higher; 3 or higher on 5 or more exams

AP Scholar w/ Honor Average of 3.25 or higher; 3 or higher on 4 or more Exams

AP Scholar Score of 3 or higher on 3 or more exams

CELLENCE

Individual Reading Assessments

The chart below reflects elementary reading assessment outcomes over a three year period. Each color represents a group of students as they progress through grade levels.

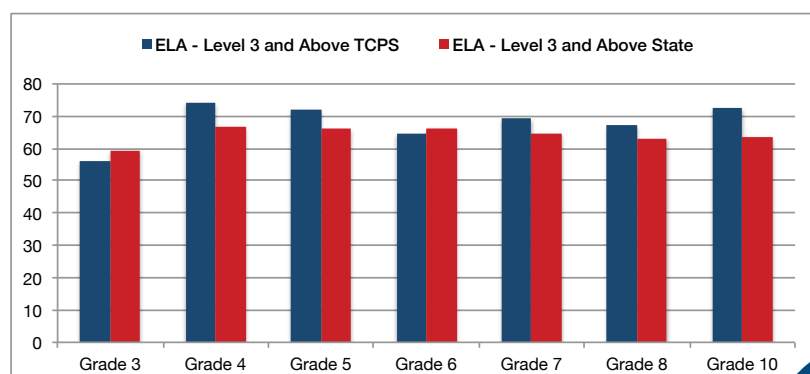
| TCPS COHORT IRA DATA OVER 3 YEARS | | | | | |
|---|---------|---------|---------|---------|---------|
| Percent Meeting or Exceeding Grade Level Reading Benchmarks | | | | | |
| Entering year | Grade 1 | Grade 2 | Grade 3 | Grade 4 | Grade 5 |
| 2015-2016 | 85% | 77% | 81% | 86% | 89% |
| 2014-2015 | 77% | 75% | 84% | 85% | 93% |
| 2013-2014 | 86% | 78% | 79% | 88% | 93% |

2016 Maryland State Assessments

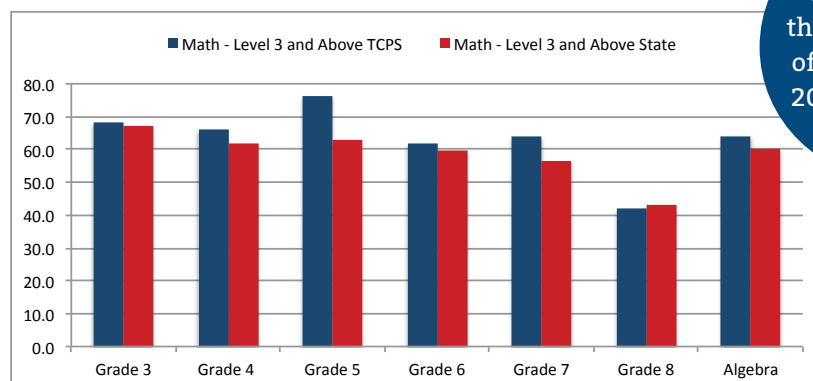
"We are proud of the successful gains made with the MD PARCC assessments across grade levels. TCPS improved in 10 out of 14 areas from the 2015 to the 2016 school year. We will continue to focus on improvement by delving deeper into individual student data, evaluating the alignment of curriculum, and highlighting the most effective instructional practices."

Dr. Kelly Griffith, Superintendent of Schools

PARCC English Language Arts



PARCC Mathematics



**TCPS
Outperformed
the State in 11 out
of 14 areas in the
2016 Assessment**



GT students from Tilghman Elementary, with teacher Chris Stecklair, present a Mine Craft demonstration at a Board of Education Meeting

Elementary Gifted & Talented Program

In 2015-2106 Talbot County Public Schools, pursuant to Vision 2020 Goal One: Academic Excellence, launched a Gifted and Talented Program at the Elementary School level.

The mission of our gifted and talented program is to provide accelerated educational opportunities that recognize the unique intellectual, academic, social and emotional needs of gifted students. We also provide opportunities for parents, community members and gifted students to collaborate.

144 students in 5 elementary schools participated from grades 3, 4 & 5. 44% of those students qualified for free and reduced meals, and all ethnic groups were represented, with 47 children of color (33%).

Two highly qualified teachers were hired for the Gifted and Talented Program in 2015-2106. These teachers provide differentiated educational experiences to challenge participating children and to accommodate different learning styles. Students were exposed to topics such as Engineering for Earthquakes, Biomedical Engineering, Newton's Laws, a Mechanical Arm Project, and many more.

CLASS of 2016

**93.25%
Graduation
Rate**

*State average
86.98%*

304 Graduates

237 Easton High

67 St Michaels High

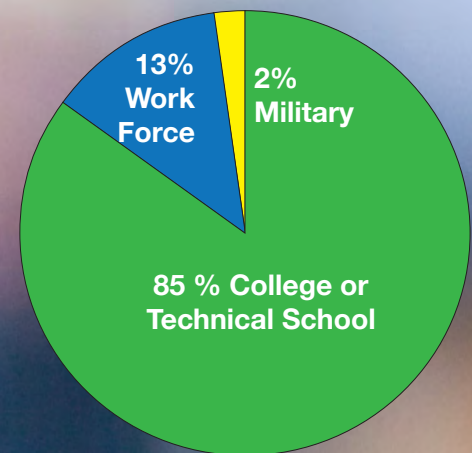
**2016 Seniors earned
over **\$11,888,627** in
scholarships**

**2016 Seniors
completed **33,994**
Service learning
hours!**

*Averaging 110 hours per
student, the Graduation
requirement is 75 hours!*

50%

**of 2016 graduates
earned a Career
& Technology
Completer!**



| CAREER & TECHNOLOGY EDUCATION PROGRAM | 2015 Graduates | 2016 Graduates |
|---------------------------------------|----------------|----------------|
| Automotive | 12 | 15 |
| Cabinetry Millwork | 8 | 1 |
| Construction Trade | 8 | 20 |
| Culinary Arts | 20 | 26 |
| Drafting | 3 | 2 |
| Pre-Engineering | 4 | 13 |
| Fire and Rescue | 0 | 0 |
| Teacher Academy | 4 | 15 |
| Career and Research Development | 11 | 1 |
| Business Management | 12 | 11 |
| Interactive Media Production | 13 | 26 |
| Biomedical Sciences | 22 | 27 |
| Agricultural Sciences | 3 | 4 |
| | 117 | 161 |



A graduate of Talbot County Public Schools will have the academic skills, social disposition, and personal confidence to:

Continue to learn throughout life, both in formal academic settings and in personal pursuit of new knowledge.

Contribute productively to the workforce, both independently and collaboratively, demonstrating dependability, adaptability, and integrity.

Communicate effectively in a broad range of settings and purposes through the use of appropriate oral, written, and technological skills.

Participate in society as an informed citizen with a sense of responsibility and service in a nation and world impacted by social, economic, and environmental decisions.

Respect individuals and groups of diverse cultural, religious, and ethnic backgrounds, while maintaining a sense of self and pride in one's own heritage.

Assume responsibility for decisions regarding self, personal relationships, finances, and wellness.

Solve problems through research and analysis of relevant information, and by the application of creative and critical thinking.

Appreciate the arts in a well-rounded life, through performance, creative expression, and aesthetic values.

TALBOT COUNTY PUBLIC SCHOOLS CLASS OF 2016

College Acceptance List

Anne Arundel Community College
Appalachian State University
Arcadia University
Arizona State Univ.
Art Institute of VA Beach
Barry Univ.
Bridgewater College
Cadet Program Natural Resource Police
Community College Baltimore County
Chesapeake College
Coast Guard Academy
Coastal Carolina University
Covenant College
Culinary Institute of America
Dartmouth College
Dean College
Delaware Tech
Delaware College of Art and Design
Drexel University
East Carolina Univ.
Eastern University
Empire Beauty School
Fairleigh Dickinson Univ.
Fairmont State Univ.
Frostburg Univ.
Garrett Community College
High Point University
Hofstra Univ.
Howard Community College
Iowa State Univ.
James Madison Univ.
Johnson and Wales Univ.
Limestone College

Los Angeles Valley CC
Louisiana State Univ.
Lynchburg College
Monmouth College
McDaniel College
Messiah College
Missouri Valley College
Morehouse College
Morgan State University
Mt. St. Mary's University
Navy
New York Institute of Technology
Niagara University
Northeastern University
Northern Virginia Community College
Northwest Renewable Energy Institute
Ohio Technical College
Old Dominion University
Penn State
Pitt Community College
Pressley Beauty Academy
Roanoke College
Saint Joseph's Univ.
Salisbury University
Southern Connecticut
Stevenson University
Suny Adirondack
Syracuse Univ.
The Edinburgh NewTown Cookery School
The Temple Annapolis Cosmetology
Towson Univ.
Unity College
Universal Technical Institute

Univ. of Alabama
Univ. of California Riverside
Univ. of Delaware
Univ. of Maine
Univ. of Mary Washington
Univ. of MD Baltimore Campus
Univ. of Maryland College Park
Univ. of MD College Park Honors Program
Univ. of MD Eastern Shore
Univ. of Mississippi
Univ. of North Carolina - Asheville
Univ. of North Carolina - Wilmington
Univ. of Scranton
Univ. of South Alabama
Univ. of South Carolina
Univ. of Tampa
UTI Technical School
Vassar College
Vermont Univ.
Virginia Military Institute
Virginia Tech
Virginia Wesleyan College
Washington and Lee Univ.
Washington College
Wesley College
West Chester Univ.
West Point Military Academy
West Virginia University
Widener University
Workforce Technical Training Center
WTC Program Baltimore
York College



goal two

Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.



Talbot County
Public Schools

2016 Educational Partnership Awards

Chapel District Elementary
Carrion Electric

Easton Elementary Dobson
Lowe's Home Improvement

Easton Elementary Moton
BJ's Wholesale Club

Easton Middle
Star Democrat

Easton High School
St. John Foundation

St. Michaels Elementary
SMASH (Saint Michaels After School Help)

St. Michaels Middle High
St. Michaels Rotary

Tilghman Elementary
Christ Church Saint Michaels

White Marsh Elementary
Sharp Energy

PARTNERSH



Hertrich Automotive 2016 DISTRICT PARTNER OF THE YEAR

Talbot County Public Schools held the first annual Educational Partnership Recognition Breakfast on May 19, 2016. More than 500 businesses and individuals who have made significant contributions to TCPS schools and students were celebrated. Each of the nine Talbot County Public Schools awarded an Educational Partner of the Year, and one business was recognized as the District Partner of the Year.

Hertrich Automotive Group has been a long time partner with Talbot County Schools through their generous support of Teacher of the Year. For many years, Hertrich has provided Talbot County Teachers of the Year with the use of a brand new vehicle to drive during the school year in which they are the award recipient. The dealership has also funded other special projects such as elementary after school programs.

"By sharing resources, expertise and accountability, we can address challenges and create essential conditions for learning. In a time of declining fiscal resources and increased demand for public services, Talbot County Public Schools appreciates more than ever the benefits of educational partnerships"

Dr. Kelly Griffith, Superintendent of Schools

TIPS

Educational partnerships align school and community resources in order to maximize opportunities for student success. These resources include student, family and community services; financial support for enrichment, intervention and other special programs; career and technology education and resources; and classroom support. In a time of declining fiscal resources and greater demand for public services, TCPS appreciates more than ever these generous community contributions.





goal three

Maximize organizational efficiency and effectiveness in order to provide a 21st century education in equitable, safe, well-maintained environments.



Chapel District Elementary received the Silver Hammer Award for outstanding school maintenance from Maryland Comptroller Peter Franchot. This is one of the ways TCPS has demonstrated effective use of organizational resources.



11 of the new teachers hired for the 2016-2017 school year are TCPS graduates, and 6 of them are graduates of the Teacher Academy of Maryland TCPS Career Pathway. We are proud and grateful that these "home grown" educators have come back to build futures in their own community!



Talbot County Public Schools secured the services of Becker Morgan Group to conduct an extensive **feasibility study** to determine the most fiscally responsible strategy for making much needed **improvements to the Easton Elementary School Moton and Dobson buildings**.

ORGANIZATION



Technology Highlights 2016

As part of Goal Three: Organizational Resources, TCPS set forth outcome 3.3: Talbot County Public Schools will continue to follow best practices, maximize use of technology, train staff and coordinate with local agencies to insure safe and secure schools.

As the density of computers has increased in the elementary schools, so has the need for bandwidth to the services hosted at the data center. All Talbot County public schools received new routers/firewalls therefore increasing intranet bandwidth by a factor of 10, from 100 Mbps to 1 Gbps.

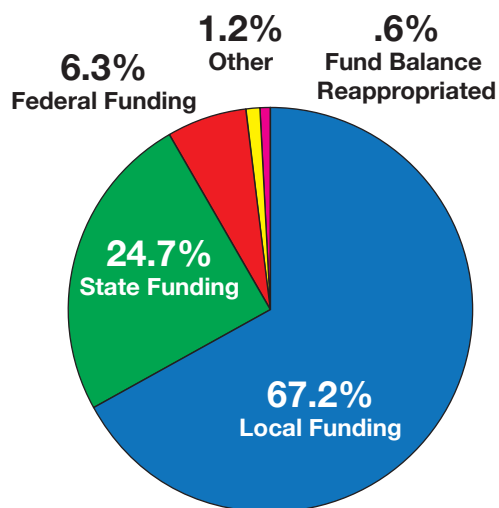
Easton High School received over 400 new computer network cable drops to allow for high capacity network traffic. This new wiring will support future wireless access points, IP security cameras, door access control devices, video conferencing, voice over internet protocol phone (VOIP) and projectors. Category 6 cable was chosen for its ability to handle a high capacity of video traffic while supplying power to devices not located near electrical outlets. As a result of this project an additional fifteen IP cameras were added to Easton High School.

Refurbished Class of 2015 laptops and cases were distributed to students in the 6th and 7th grade to reach the 1:1 laptop ratio, meaning each middle school student has a laptop to use. Carts and long power strips were added to classrooms so charging could be performed overnight. TCPS elementary schools still have a mix of iPads, laptops and desktops bringing their numbers to 1:2 (one device for every two students).

Working with our state internet service provider SAILOR, Internet bandwidth has been increased from 200 Mbps to 400 Mbps so as to better provide for the growing number of cloud resources necessary for instruction.

ANAL RESOURCES

FY16 Operating Revenue



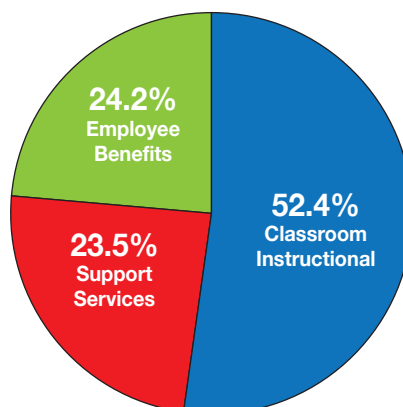
- Local Funding (67.2%)
\$36,216,540
 - State Funding (24.7%)
\$13,307,096
 - Federal Funding (6.3%)
\$3,387,485
 - Other (1.2%)
\$670,986
 - Fund Balance Reappropriated (.6%)
\$317,292
- Total: \$53,899,399**

FY16 Operating Expenditures

- Classroom Instructional (52.4%)
\$28,099,632
- Employee Benefits (24.1%)
\$12,951,621
- Support Services (23.5%)
\$12,616,167

Total: \$53,667,420

Excess revenue over expenses \$231,979



FY16 Ranking in Maryland by Total Per Pupil Funding

1. Worcester: \$17,606
2. Baltimore City: \$16,713
3. Somerset: \$16,304
4. Kent: \$15,981
5. Howard: \$15,931
6. Prince George's: \$15,691
7. Montgomery: \$15,663
8. Allegany: \$14,926
9. Dorchester: \$14,858
10. Garrett: \$14,831
11. Charles: \$14,409
12. Baltimore: \$14,312
13. Calvert: \$13,905
14. Caroline: \$13,833
15. Wicomico: \$13,667
16. Anne Arundel: \$13,629
17. Carroll: \$13,566
18. Washington: \$13,535
19. Cecil: \$13,383
20. Frederick: \$13,369
21. Queen Anne's: \$13,358
22. St. Mary's: \$13,322
23. Harford: \$13,236
24. Talbot: \$12,847 (**\$2,070 Below the State Average**)



The 2016 Talbot County *Teacher of the Year* is Easton Middle School Language Arts teacher **Annie Mewborn!**

Ms. Mewborn is originally from North Carolina. She is a Gulf War veteran, having proudly served for 8 years in the United States Army. She holds a BS in Business Management from Thomas Edison State University. After finding her true professional calling, she ultimately earned a M.Ed. in Learning and Technology from Western Governor's University. She began her teaching career in Atlantic City, NJ. "As a teacher, I have been able to channel the passion and drive from previous experiences and share them with my students, making a positive contribution within their lives and inspiring them to succeed," Annie says. "You see, that is the power and influence of what we do as educators. We motivate. We persevere. We are eternally optimistic."

An 8th grade teacher at Easton Middle, Ms. Mewborn is also the English Department Chair, serves on the Faculty Advisory and Bullying Prevention Committees, and is a club advisor for afterschool programs. She is a member of the District's curriculum writing and technology teams. In the community, she is a member of the Frederick Douglass Honor Society and a Stop Bullying Talbot school representative.

New this year!



Talbot County Public Schools

**T Education
Foundation**

In Partnership with the Mid Shore Community Foundation

Our mission is to engage the community in funding innovative, unique and expanded academic, enrichment and extracurricular programs aligned with the TCPS 2020 Vision Strategic Plan.

2020 Fund

Encourage innovative teaching and creative learning by making grants to support initiatives such as new curriculum programs and teaching tools.

Support programs that engage our students in areas of academics enrichment, arts and athletics, extra-curricular and service activities.

Facilitate opportunities for educators to enhance learning and student access through the use of new techniques, projects and tools.

Provide grants for a single classroom, grade level, school or entire district, or a school level extra-curricular activity.

Increase community and business involvement with TCPS through expanded partnerships.

(Gifts to the 2020 Fund are tax deductible.)

Endowment Fund

To sustain the services provided by the foundation and focus on growing a permanent endowment to benefit the district's students.

(Gifts to the Endowment Fund are tax deductible and may be eligible for the Endow Maryland tax credit program.)

PROPOSED INITIATIVES

Handheld Technology/Digital Classroom

Environmental Education

Field Trips

Professional Development

Early Literacy

One School One Book

Grants for Teachers

Green Initiatives

Before and After School Enrichment/
Intervention

Internships/Externships

Expanded Advanced Placement and
Career and Technology Education

Math and Reading Interventions

Additional World Language Opportunities

**For instructions on how to DONATE, go to the
Mid-Shore Community Foundation website:
<http://www.msfcf.org/donate-online>**

Debbie Gardner, Coordinator of Public Relations and Special Programs
12 Magnolia Street | Easton, MD 21601 | dgardner@tcps.k12.md.us

The Talbot County Public Schools 2020 Fund and Endowment Funds are component funds of the Mid-Shore Community Foundation a 501 (c) (3) non profit organization, donations to which are tax deductible to the fullest extent by law.